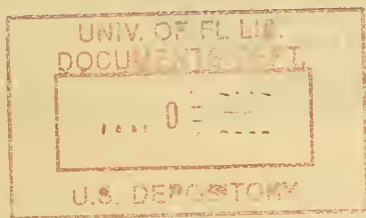


NATIONAL RECOVERY ADMINISTRATION

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AMENDMENT TO  
CODE OF FAIR COMPETITION  
FOR THE  
GRAPHIC ARTS INDUSTRIES

AS APPROVED ON AUGUST 16, 1934



UNITED STATES  
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Approved Code No. 287—Amendment No. 8

## AMENDMENT TO CODE OF FAIR COMPETITION

FOR THE

## GRAPHIC ARTS INDUSTRIES

As Approved on August 16, 1934

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### ORDER

#### APPROVING MODIFICATIONS OF CODE OF FAIR COMPETITION FOR THE GRAPHIC ARTS INDUSTRIES

An application having been duly made pursuant to and in full compliance with the provisions of Title I of the National Industrial Recovery Act, approved June 16, 1933, for approval of modifications to a Code of Fair Competition for the Graphic Arts Industries, and hearings having been duly held thereon and the annexed report on said modifications, containing findings with respect thereto, having been made and directed to the President:

NOW, THEREFORE, on behalf of the President of the United States, I, Hugh S. Johnson, Administrator for Industrial Recovery, pursuant to authority vested in me by Executive Orders of the President, including Executive Order No. 6543-A, dated December 30, 1933, and otherwise; do hereby incorporate, by reference, said annexed report and do find that said modifications and the Code as constituted after being modified comply in all respects with the pertinent provisions and will promote the policy and purposes of said Title of said Act, and do hereby order that said modifications be and are hereby approved, and that the previous approval of said Code is hereby modified to include an approval of said Code in its entirety as modified.

HUGH S. JOHNSON,  
*Administrator for Industrial Recovery.*

Approval recommended:

GEORGE BUCKLEY,  
*Division Administrator.*

WASHINGTON, D.C.,  
*August 16, 1934.*

## REPORT TO THE PRESIDENT

The PRESIDENT,

*The White House.*

SIR: This is a report on the proposed modifications of the Code of Fair Competition for the Graphic Arts Industries as approved by you on February 17, 1934. A public hearing was held on these proposed modifications on April 5, 1934, and full opportunity was given to all interested parties to appear.

The proposed modifications consist of Administrative provisions, fair trade practice provisions, wage and hour provisions, and provisions relating to apprentices. The Administrative provisions and fair trade practice provisions are in the form of an Appendix to the Code.

The Deputy Administrator in his final report to me on said modifications to said Code having found as herein set forth and on the basis of all the proceedings in this matter:

I find that:

(a) The modifications to said Code and the Code as modified are well designed to promote the policies and purposes of Title I of the National Industrial Recovery Act including the removal of obstructions to the free flow of interstate and foreign commerce which tend to diminish the amount thereof, and will provide for the general welfare by promoting the organization of industry for the purpose of cooperative action among trade groups, by inducing and maintaining united action of labor and management under adequate governmental sanction and supervision, by eliminating unfair competitive practices, by promoting the fullest possible utilization of the present productive capacity of industries, by avoiding undue restriction of production (except as may be temporarily required), by increasing the consumption of industrial and agricultural products through increasing purchasing power, by reducing and relieving unemployment, by improving standards of labor, and by otherwise rehabilitating industry.

(b) The Code as modified complies in all respects with the pertinent provisions of said Title of said Act, including without limitation Subsection (a) of Section 3, Subsection (a) of Section 7 and Subsection (b) of Section 10 thereof; that the group submitting this amendment is truly representative of the aforesaid Industry, and that the Association of Bank Note Companies imposes no inequitable restrictions on admission to membership therein.

(c) The modifications and the Code as modified are not designed to and will not permit monopolies or monopolistic practices.

(d) The modifications and the Code as modified are not designed to and will not eliminate or oppress small enterprises and will not operate to discriminate against them.

(e) Those engaged in other steps of the economic process have not been deprived of the right to be heard prior to approval of said modifications.

I believe the modifications to be fair to labor, to the consumer, and to the industry, and for these reasons, therefore, I approve this amendment.

Respectfully,

HUGH S. JOHNSON,  
*Administrator.*

AUGUST 16, 1934.



## AMENDMENT TO CODE OF FAIR COMPETITION FOR THE GRAPHIC ARTS INDUSTRIES

Amending Section 23 by adding Sub-section C, as follows.

### MECHANICAL EMPLOYEES (CONTINUED)

C. Engaged in the Securities and Bank Note Engraving and Printing Industry (C-3).

The provisions of this Sub-section 23-C shall govern all establishments engaged in the Securities and Bank Note Engraving and Printing Industry and shall be applicable to all of the mechanical employees of such establishments engaged in any of the processes or partial processes of that type of engraving known as bank note steel engraving.

(a) Unskilled mechanical employees—minimum wages. Establishments covered by this Sub-section 23-C shall pay unskilled mechanical employees not less than 40 cents per hour, unless, on July 15, 1929, the hourly rate for the same class of work was less than 40 cents per hour, in which latter case establishments shall pay not less than such hourly rate on July 15, 1929, but in no event less than 30 cents per hour.

(b) Skilled mechanical employees—minimum wages.

1. Each establishment, with the exception of (a) establishments which are operating under wage agreements arrived at by collective bargaining; and (b) establishments which are paying not less than the hourly wage rates which they were paying on July 15, 1929, shall, within thirty (30) days after this Sub-section 23-C becomes effective, make increases in its average hourly compensation for each class of skilled labor on the following basis:

Each such establishment shall increase the hourly or piecework rates for each class of skilled labor to a point where (including increases made since July 1, 1933) they are ten per cent (10%) higher than the rates in the same establishment in effect on July 1, 1933 for the same classes of skilled labor, provided, however, that no establishment need increase rates above those paid on July 15, 1929 for the same class of skilled labor in the same establishment or in establishments producing similar work coming within the above clauses (a) or (b); and provided, further, that no establishment which, on July 1, 1933, was paying an average hourly wage at least 10% higher than the average wage for the same class of skilled labor prevailing in other establishments in the industry need make the increase in rates specified in this paragraph.

The "average wage for the same class of skilled labor prevailing in other establishments in the industry" shall be the average of the rates paid to all the employees performing any given class of skilled labor in such other establishments ascertained by adding the hourly

compensation paid to all the employees performing any given class of skilled labor in such other establishments and dividing the total by the number of employees performing such class of skilled labor in such other establishments.

2. Within thirty (30) days after the effective date of this Sub-Section 23-C any rate increases under paragraph 1 must be further augmented by such amounts as may be necessary to bring the average hourly compensation paid for each class of skilled labor in each establishment up to ninety per cent (90%) of the average rates prevailing on July 1, 1933 in the industry for each class of skilled labor, provided, however, that no establishment need increase rates above those paid on July 15, 1929 for the same class of skilled labor in the same establishment.

"Prevailing" rates as used above shall mean the average of the rates paid to all employees in the industry performing any given class of skilled labor, ascertained by adding the hourly compensation paid to all the employees in the industry performing any given class of skilled labor and dividing the total by the number of employees performing such class of skilled labor in the industry.

The increases provided for in this paragraph 2 shall not apply to employees receiving an hourly wage of \$1.65 or more. However, in arriving at the "prevailing" rates, the wages of employees receiving an hourly wage of more than \$1.65 shall be taken into consideration but shall be taken at \$1.65 per hour.

3. In no instance shall the foregoing be applied in a manner to reduce the present hourly rate paid to any employee.

4. It is hereby specifically declared that the foregoing provisions are intended to establish only minimum and not maximum wage requirements.

(c) *General Wage Provisions.*—In connection with the foregoing, the following rules shall apply:

1. No establishment shall pay to any skilled employee a rate lower than the minimum established for an unskilled mechanical employee.

2. An employee performing more than one type of task shall be compensated on the basis of the rates applying to each such type of task for the time employed thereon.

(d) *Hours of Labor.*—1. *Standard Working Hours.*—Standard working hours shall be 40 hours a week for all engaged in mechanical work, including proprietors, supervisors, foremen and/or others for the time actually engaged in mechanical work. The work week in the case of each individual so employed shall be divided into not more than six shifts, no one of which shall be more than 8 hours unless overtime be paid. When necessary, overtime may be permitted; provided (1) that mechanical employees shall receive not less than the overtime rate (one and one-half times his hourly wage or piecework rate) for all work in excess of 8 hours within any 24 hour period, and/or in excess of 40 hours in any one week, and that double time shall be paid for Sundays and holidays, and provided further, (2) that no more than 520 hours shall be worked by any mechanical employee in any 13 week period.

None of the foregoing provisions shall be construed to limit the number of days per week or shifts per day an establishment may operate.

2. *Maximum hour exceptions.*—(a) The maximum hours fixed by this Sub-Section 23-C shall not apply to employees on emergency maintenance or repair work, nor to employees in cases where the restriction of hours of highly skilled artistic or mechanical workers on continuous processes would unavoidably reduce production; but in such cases time and one-half shall be paid for all hours worked in excess of 8 hours in any one day or 40 hours in any one week.

(b) A tolerance of ten per cent (10%) without overtime pay, over the maximum hours herein prescribed, shall be allowed in the cases of wash-up crews, shipping crews, material handlers, elevator operators, and other mechanical employees whose duties have no direct connection with Graphic Arts processes, and a tolerance of twenty per cent (20%) without overtime pay, shall be allowed in the cases of outside delivery men, porters, engineers, firemen, janitors, watchmen or guards.

(c) The maximum of six shifts per week shall not apply to engineers, firemen, janitors, watchmen, or guards.

3. *Apprentices.*—Because of the widespread unemployment of skilled employees in this industry, no establishment shall indenture any new apprentices within a period of one year after the effective date of this Sub-Section 23-C.



NO. C-3 AND NO. C-4 OF SCHEDULE A ARE STRICKEN AND REPLACED BY  
THE FOLLOWING

SCHEDULE A

No. C-3. *Securities and Bank Note Engraving and Printing.*—This Industry shall include all establishments engaged in the production of securities acceptable for listing on all stock exchanges of the country and/or steel engraved bank notes.

The National Code Authority for this Industry shall be selected as follows: Two members shall be designated by the Association of Bank Note Companies: Two members shall be designated by the establishment or establishments whose production of steel engraved bank notes during the years 1929 to 1933, inclusive, amounted to more than fifteen per cent (15%) of the total volume of business of such establishment or establishments. The designation shall be made in each instance in accordance with a plan of election to be submitted to and approved by the Administrator. The term of office of each member of the Code Authority shall be one year and until his successor is elected. In the event of a deadlock among the members of the Code Authority, a fifth and impartial member shall be chosen by the four members provided for above or, failing such notice, by the Administrator.

## APPENDIX OF INDUSTRY NO. C-3

### SECURITIES AND BANK NOTE ENGRAVING AND PRINTING

The provisions of this Appendix are applicable only to Industry No. C-3.

#### ADMINISTRATIVE PROVISIONS

(a) The administration of this Code for the Securities and Bank Note Engraving and Printing Industry shall be under the jurisdiction of the Code Authority for the Securities and Bank Note Engraving and Printing Industry, which shall consist of four members selected as follows: Two members shall be designated by the Association of Bank Note Companies: Two members shall be designated by the establishment or establishments whose production of steel engraved bank notes during the years 1929 to 1933, inclusive, amounted to more than fifteen per cent (15%) of the total volume of business of such establishment or establishments. The designation shall be made in each instance in accordance with a plan of election to be submitted to and approved by the Administrator. The term of office of each member of the Code Authority shall be one year and until his successor is elected. In the event of a deadlock among the members of the Code Authority, a fifth and impartial member shall be chosen by the four members provided for above or, failing such choice, by the Administrator.

(b) All proceedings of the National Code Authority shall be in conformity with the provisions of its By-Laws and with the provisions of this Code.

#### MAINTENANCE OF FAIR COMPETITION

(c) No establishment shall use or permit the use of (a) die stamping or embossing, (b) photo-process work, or (c) machine engraving for script or other lettering in the preparation of any steel engraved security.

(d) No establishment shall copy or permit the copying, in whole or in part, of any design or engraving originated by another establishment.

(e) No establishment shall sell or otherwise dispose of any steel engraving, roll or die which has been or may be used, in whole or in part, in the preparation of any bank note or security, except that the assets of any establishment may be sold, in whole or in part, to another establishment or establishments operating under Section C-3 of this Code through merger or in furtherance of liquidation.

(f) No establishment shall sell, deliver or in any other manner transfer any blank steel engraved borders, usable for securities, to any one under any conditions, except that this Section shall not be interpreted so as to interfere with contracts or commitments made prior to December 1, 1933, or to expose any establishments to suits for damages by its customers. Establishments having such commitments shall file with the Code Authority, within thirty (30) days from the date of approval of this Code, a list of these commitments in existence as of December 1, 1933.

(g) All steel engraved vignettes shall be hand line engraved without the use of any photo-process work.

(h) No provisions of this Code relating to prices or terms of selling, shipping or marketing, shall apply to export trade or sales or shipments for export trade. "Export Trade" shall be as defined in the Export Trade Act adopted April 10, 1918.

Approved Code No. 287—Amendment No. 8.  
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